

Total No. of Printed Pages 4

5 SEM TDC HRD 4 (Sp)

2015

(November)

COMMERCE

(Speciality)

Course : 504

(Human Resource Development)

Full Marks : 80

Pass Marks : 32

Time : 3 hours

The figures in the margin indicate full marks for the questions

1. Write True or False :

$1 \times 8 = 8$

- (a) The main aim of HRD is to bring about an all-round development of the people in the organization.
- (b) HRD is needed to develop competencies in terms of knowledge, skills and attitudes of the employees.
- (c) HRD audit creates HR problems and reports generated out of such audits will not be useful.

(d) Learning leads to change in human behaviour.

(e) Strategic HRD involves in formulating both HRD policy and corporate policy simultaneously.

(f) Larsen & Toubro is the first Indian industry to start an integrated HRD system in the year 1975.

(g) The transferring of executives from job to job and from department to department is called promotion.

(h) Training is an act of increasing the knowledge and skill of an employee for doing a particular job.

2. Write short notes on any *four* of the following : $4 \times 4 = 16$

- (a) Apprenticeship training
- (b) Scope of HRD
- (c) HRD audit
- (d) Management development
- (e) Impact of technological changes on HRD
- (f) Industrial relation

(3)

3. (a) Define HRD. Explain its objectives.

3+8=11

Or

(b) Briefly outline the growth of HRD in India.

11

4. (a) Explain the role of line managers in HRD system.

11

Or

(b) Discuss the effect of HRD culture and climate on employees' performance.

5½+5½=11

5. (a) Discuss the principles of strategic HRD. 11

Or

(b) What do you mean by strategic HRD? Explain its components. 3+8=11

6. (a) What is training? Discuss various needs of training in an industrial organization.

3+8=11

Or

(b) Briefly discuss the steps involved in organizing a training programme effectively in a large organization. 11

(4)

7. (a) Explain the concept of learning.
Describe the important steps involved in
learning process.

4+8=12

Or

(b) Describe the steps involved in career
planning.

12

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